

Circle Bound Strategies Inc.

Indigenous Healing, Staff Wellness, Community Support & Capacity Building

Facilitated by Arlene Lehto

Indigenous Author | Storyteller | Community-Based Facilitator

Author of *Wounded Spirits, Healing Hearts*

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Overview

Circle Bound Strategies Inc. provides culturally grounded, trauma-informed programs, workshops, facilitation, **Train-the-Trainer programs, customized resources, and community-informed program development** that support individual and community wellbeing, staff wellness, healthy relationships, and meaningful organizational change.

Our work is rooted in Indigenous, story-based, relational, and strengths-based approaches that prioritize **safety, dignity, choice, accountability, connection, and community capacity**.

We work with First Nations communities, Indigenous organizations, schools, healthcare and social-service providers, government, workplaces, and other organizations seeking respectful approaches to healing, wellness, relationship building, staff development, and community engagement.

We do not believe in a one-size-fits-all approach. Programs and resources are developed collaboratively to reflect the **needs, strengths, teachings, protocols, priorities, and realities** of the people and communities we work with.

What Makes Circle Bound Different

Circle Bound does more than arrive, deliver a workshop, and leave.

We specialize in **Train-the-Trainer programming, customized resource development, and community-informed program design** so communities and organizations are left with practical tools, knowledge, resources, and capacity that can continue supporting their work long after our direct involvement has ended.

Our approach is:

Listen → Identify Needs → Recommend → Develop → Create Resources → Train → Sustain

We believe the people who use programs and services should have a voice in shaping them.

Rather than assuming what people need, we listen to participants, identify recurring strengths, needs and gaps, and use what we learn to help inform meaningful next steps.

Every Workshop Includes a Findings & Recommendations Report

Every Circle Bound workshop includes a comprehensive post-workshop Findings & Recommendations Report for the contracting community or organization.

Throughout our workshops, we listen for recurring themes, strengths, needs, challenges, barriers, and opportunities that emerge through storytelling, facilitated discussion, activities, guided reflection, and participant feedback.

Depending on the workshop, the report may include:

- Key themes and workshop findings
- Strengths and protective factors
- Identified community or organizational needs
- Gaps in existing programs, services, or supports
- Barriers participants may experience when accessing support
- Emerging concerns or areas requiring further attention
- Participant perspectives and feedback
- Opportunities for future programming
- Practical recommendations and suggested next steps
- Recommendations for resources, workshops, training, or supports

Reports respect **participant privacy and confidentiality**. Individual participants are not identified.

The report is not intended to criticize or formally evaluate existing services. Its purpose is to help organizations hear from the people they serve and turn what is learned into practical information that may support **future planning, program development, service improvements, staff training, resource development, and funding priorities**.

Where appropriate, Circle Bound can then help turn those recommendations into action by developing customized programs and resources and training local people to facilitate them.

Signature Program: Wounded Spirits, Healing Hearts

Five-Day Wholistic Healing Intensive with Virtual Aftercare Support

Wounded Spirits, Healing Hearts is Circle Bound Strategies' signature five-day intensive healing program, grounded in the stories and teachings of Arlene Lehto's book, *Wounded Spirits, Healing Hearts*.

Five days allow participants time to build relationships, reflect, learn, create, and explore difficult subjects at a pace that supports safety, dignity, and personal choice.

The intensive may explore:

- Grief and loss
- Trauma and intergenerational experiences
- Addictions and their impacts
- Identity and belonging
- Family and relationships
- Emotional wellness
- Boundaries and self-awareness
- Resilience and personal strengths
- Cultural connection
- Forgiveness and letting go
- Moving forward
- Reconnecting with purpose
- Building personal pathways toward healing

The program integrates story-based teachings, guided reflection, circle dialogue, cultural and creative activities, hands-on learning, teaching and reflection tools, personal wellness activities, and collective learning.

Personal disclosure is never required.

Stories provide a way to introduce sensitive subjects without asking participants to begin by telling their own experiences. Participants remain in control of what they choose to share, write, create, discuss, or keep private.

Virtual Aftercare Support

Healing does not simply end when the five-day intensive is over.

The **Wounded Spirits, Healing Hearts Five-Day Intensive** includes **virtual aftercare support** to help participants remain connected to the teachings, tools, reflection, and healing work begun during the program.

Virtual aftercare provides opportunities to reconnect, revisit teachings, discuss how participants are doing, reinforce healthy strategies, and continue building on the work begun during the intensive.

The intention is to provide **continuity and connection beyond the five days** rather than expecting participants to leave an intensive healing experience without an opportunity for follow-up.

The contracting organization also receives a comprehensive **Findings & Recommendations Report** following the intensive.

Community Healing Workshops

Circle Bound's Community Healing Workshops provide structured, facilitated spaces for **reflection, storytelling, dialogue, cultural connection, and healing.**

Programs can be customized for adults, youth, families, or intergenerational groups.

Common areas of focus include:

- Emotional wellness and self-awareness
- Grief and loss
- Addictions and their impacts
- Trauma and intergenerational experiences
- Identity and belonging
- Cultural connection
- Healthy relationships and communication
- Resilience and rebuilding
- Strengthening families and communities
- Reconnecting with shared values, teachings, and purpose

Stories are often used to introduce difficult subjects so participants can reflect on the experience or teaching without feeling obligated to disclose something personal.

Some participants may speak. Others may write, create, listen, or reflect privately.

All are meaningful forms of participation.

Children & Youth Programs

Circle Bound offers an array of **age-appropriate, trauma-informed, story-based workshops and resources designed specifically for children and youth.**

Children may carry experiences and emotions they do not yet have the words to explain. Stories, games, creative activities, art, reflection, and culturally grounded teachings provide different ways for children and youth to explore important subjects without being required to tell their own stories.

Programming may explore:

- Grief, loss, and separation
- Children who witness domestic violence
- Family changes and difficult transitions
- Foster care and changing homes
- Bullying and peer relationships
- Emotional awareness and regulation
- Identity, belonging, and self-esteem
- Healthy relationships and boundaries
- Culture and connection

- Resilience, strengths, and hope
- The Seven Grandfather Teachings
- Asking for help and identifying trusted supports

Stories introduce sensitive subjects through characters, situations, and teachings rather than asking children to speak directly about what may have happened in their own lives.

Children can participate through **listening, drawing, writing, games, activities, discussion, creative expression, or quiet reflection.**

Personal disclosure is never required.

Train-the-Trainer: Supporting Children Who Witness Domestic Violence

Circle Bound offers a specialized **Train-the-Trainer program focused on supporting children who witness domestic violence.**

This training is designed for **adults, helpers, frontline workers, family support workers, community workers, cultural workers, youth workers, educators, and others who support children and families.**

Participants do not need to be therapists or clinicians.

The training provides the people who are often already supporting children in their everyday roles with **practical, trauma-informed, culturally grounded, and story-based tools** they can use within their communities.

The program explores ways to support children in understanding:

- Feelings and emotional regulation
- Safety and trusted adults
- Grief, loss, and separation
- Family changes and transitions
- Healthy relationships and boundaries
- Identity and belonging
- Resilience and personal strengths
- Culture and connection
- Asking for help
- Hope and healing

Train-the-Trainer participants may receive:

- Facilitator training and guided practice
- Structured facilitator guides
- Children's stories and teaching materials
- Children's workbooks and activities

- Teaching and reflection cards
- Games and interactive learning tools
- Creative and cultural activities
- Guidance for introducing sensitive subjects without requiring disclosure
- Strategies for responding appropriately when a child chooses to share
- Guidance for adapting activities for different ages
- Tools for creating supportive and emotionally safer group environments

The training also addresses **the boundaries of the facilitator's role**, including appropriate organizational or professional follow-up when concerns arise.

This is not clinical therapy and does not train participants to become counsellors.

It provides community helpers with **structured, practical tools they can use within the scope of their existing roles**.

The goal is to build the skills and confidence of local helpers so they can facilitate children's programming themselves and continue offering it **long after Circle Bound has left the community**.

Staff Wellness & Workplace Workshops

Circle Bound provides workshops for **staff, frontline workers, leadership teams, and organizations**, particularly those working in community-serving and helping professions.

The focus is on strengthening workplace health, relationships, accountability, and sustainability rather than assigning blame.

Common focus areas include:

- Lateral violence and workplace dynamics
- Healthy boundaries and self-care
- Communication and conflict awareness
- Team trust and relationship building
- Relational responsibility and accountability
- Burnout prevention
- Compassion fatigue
- Staff wellness and resilience
- Ethical and sustainable service delivery
- Creating healthier workplace cultures

Programs may incorporate storytelling, circle dialogue, guided reflection, team activities, cultural components, games, teaching cards, and take-home resources.

As with all Circle Bound workshops, the contracting organization receives a **Findings & Recommendations Report** following the workshop.

Storytelling for Healing Workshops

Stories are more than words. They carry memory, teachings, humour, grief, resilience, experiences, and hope.

Circle Bound's Storytelling for Healing workshops use story to create an accessible way to explore subjects that can sometimes be difficult to discuss directly.

Topics may include grief, loss, addictions, trauma, family and relationships, identity, belonging, life transitions, resilience, and healing.

Each subject begins with a story or teaching that participants can reflect upon without having to immediately connect the subject to their own experiences.

Participants may engage through conversation, reflection, writing, poetry, art, activities, or simply listening.

Personal disclosure is never required.

Participants can also be supported in developing their own stories, poems, and other forms of creative expression.

This is not a traditional writing class focused on grammar or perfection. It is about **voice, meaning, reflection, connection, and the healing power of story.**

Specializing in Train-the-Trainer Programs

One of Circle Bound Strategies' key areas of specialization is **Train-the-Trainer programming.**

Our goal is not to create dependency on an outside facilitator.

Circle Bound can work with a community or organization to identify a need, develop or customize appropriate programming, and then **train selected community members or staff to facilitate that programming themselves.**

Train-the-Trainer programs may include:

- Facilitator training and guided practice
- Complete facilitator guides
- Participant workbooks and materials
- Teaching and reflection card decks
- Educational games and interactive learning tools
- Story-based teaching methods
- Circle facilitation approaches
- Trauma-informed and non-disclosive practices
- Guidance for facilitating sensitive conversations

- Cultural and creative activities
- Strategies for adapting programs for different audiences
- Support for maintaining the purpose and integrity of the program

This allows programming to continue **within the community long after Circle Bound has left.**

The knowledge stays.

The resources stay.

The skills stay.

The capacity stays in the community.

Customized Programs, Teaching Tools & Resource Development

Circle Bound designs **customized programs, teaching tools, games, and resources** around the needs, strengths, priorities, teachings, and gaps identified by the communities and organizations we work with.

Resources may include:

- Teaching card decks
- Reflection card decks
- Educational and cultural games
- Trivia and interactive learning games
- Workbooks and participant guides
- Facilitator manuals
- Train-the-Trainer packages
- Story-based teaching resources
- Youth and children's resources
- Staff wellness and workplace resources
- Cultural safety and reflection tools
- Activities and discussion prompts
- Experiential and hands-on learning tools
- Customized program packages developed for specific community or organizational needs

We recognize that people learn differently.

Learning does not always have to happen through a presentation or manual. **Stories, games, cards, activities, humour, conversation, reflection, and hands-on learning** provide different ways for people to engage.

Our goal is to create resources that do not simply sit on a shelf.

They are designed to be **used, shared, discussed, taught, and brought back into the circle again and again.**

Crisis Response & Third-Party Neutral Support

Circle Bound provides **trauma-informed facilitation and neutral third-party support** during periods of conflict, grief, organizational difficulty, or heightened community tension.

Services may support:

- Respectful dialogue
- Conflict de-escalation
- Facilitated conversations
- Relationship restoration
- Community or organizational reflection
- Grief and difficult transitions
- Rebuilding communication and trust

This work is **facilitative rather than investigative, disciplinary, or clinical**.

Our role is to create and hold a respectful process where people can be heard, difficult conversations can occur, and participants can begin identifying constructive ways forward.

Our Approach

Across our programs, Circle Bound uses an approach that is:

- Trauma-informed and strengths-based
- Voluntary and non-disclosive
- Culturally grounded, with respect for local teachings and protocols
- Story-based and relational
- Facilitated rather than clinical or investigative
- Interactive and experiential
- Adapted collaboratively to community and organizational context
- Focused on strengths, resilience, relationships, accountability, and possibilities for change

Participants are never required to disclose personal experiences in order to participate.

Circle dialogue, guided reflection, storytelling, cultural activities, teaching cards, games, creative expression, and experiential learning provide different ways for people to participate while respecting different learning and communication styles.

Contract Partner Benefit

Communities and organizations that contract with Circle Bound Strategies Inc. receive an additional benefit:

Contracted partners receive 10% off eligible Circle Bound resources and materials.

This provides partners with an opportunity to continue building their own collection of books, teaching cards, reflection tools, educational games, workbooks, participant materials, and other eligible Circle Bound resources for continued community or organizational use.

Delivery Formats

Programs and services may be delivered as:

- Full-day workshops
- Multi-day workshops
- Five-day intensive programs
- Train-the-Trainer programs
- Facilitated circles
- Community engagement sessions
- Staff wellness and professional development
- Customized community projects
- Program development initiatives
- Customized resource-development projects
- Virtual follow-up and aftercare where included

All offerings are developed collaboratively according to the goals, participants, community priorities, cultural protocols, and organizational readiness of each partner.

Let's Begin a Conversation

Every community and organization is different.

An initial conversation gives us an opportunity to learn about your needs, priorities, participants, challenges, and goals and determine how Circle Bound Strategies can support you.

Whether you are looking for our **signature Wounded Spirits, Healing Hearts Five-Day Intensive with virtual aftercare, a community healing workshop, children's or youth programming, staff wellness, customized teaching resources, or a Train-the-Trainer program that can continue within your community for years to come**, we can explore an approach that fits.

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Healing Begins in the Circle.